

1 - INTRODUCTION ;

1.1- Overview ;

Human resource management is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment.


1.2 - Purpose ;

- * Help the organization achieve its goals by providing and maintaining productive employees.
- * Efficiently make use of the skills and abilities of each employee.

2 - Problem Definition & Design Thinking ;

2.1 - Empathy map ;


Template



Retrospective

Use this framework to reflect on recent work. This simple structure is useful both alone and in groups.

Created in partnership with:


Product School

Share template feedback

Reflect on the topic

Working silently and individually, have each person create a few sticky notes in all four quadrants below for about five minutes. With the remaining time, discuss notes in each quadrant.


Topic
Workstation engineering team Sprint 10

What went well?
What should we keep doing?
 What should we celebrate?
 Where did we make progress?

What went poorly?
Where did we have problems?
 What was frustrating to us, or others?
 What held us back?

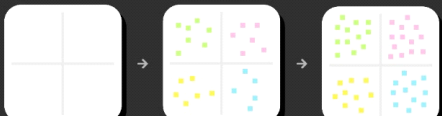
What ideas do you have?
What ideas do you have for future work together?
 Where do you see opportunities to improve?
 What has untapped potential?

How should we take action?
What do you believe we should do next?
 What specific things should we change?
 What should extend beyond this meeting?










Need some inspiration?
See a finished version of this template to kickstart your work.



Open example →




2.2 Ideation & Brainstorming Map ;



What went well?

1. **Collaboration**
The team worked together effectively, sharing ideas and supporting each other.

2. **Communication**
Everyone was clear about their role and responsibilities, and we kept each other updated.

3. **Time Management**
We stayed on schedule and completed all tasks within the allotted time.

4. **Problem Solving**
We quickly identified and resolved any issues that arose during the process.

What went poorly?

1. **Task Delegation**
Some tasks were not clearly assigned, leading to confusion and delays.

2. **Resource Allocation**
We didn't have enough resources to complete all the tasks we wanted to.

3. **Team Dynamics**
There were some disagreements and conflicts within the team that we didn't resolve quickly.

4. **Communication**
We didn't communicate enough about our progress and challenges.

What ideas do you have?

1. **Task Delegation**
Assign tasks more clearly and ensure everyone knows their responsibilities.

2. **Resource Allocation**
Identify additional resources or ways to optimize our current ones.

3. **Team Dynamics**
Encourage open communication and conflict resolution within the team.

4. **Communication**
Establish regular check-ins and updates to keep everyone informed.

How should we take action?

1. **Task Delegation**
Create a clear task list and assign responsibilities to team members.

2. **Resource Allocation**
Identify additional resources or ways to optimize our current ones.

3. **Team Dynamics**
Encourage open communication and conflict resolution within the team.

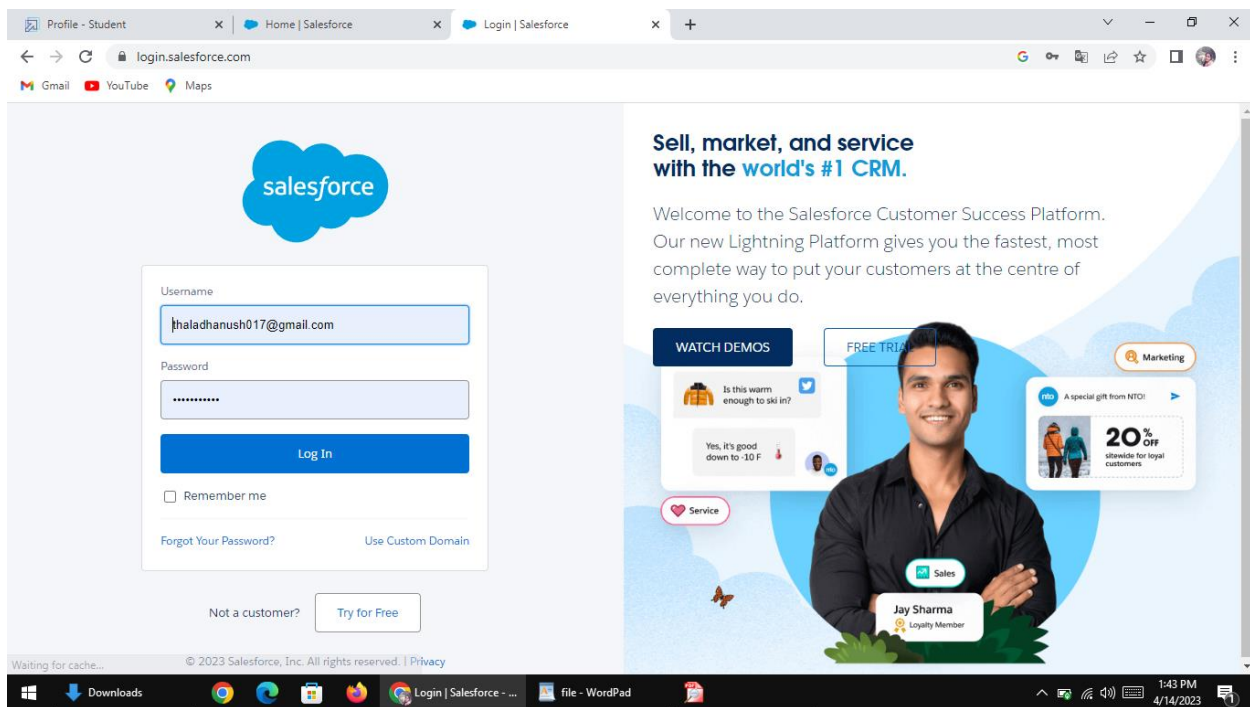
4. **Communication**
Establish regular check-ins and updates to keep everyone informed.

3 – Result :


3.1 – Data Model ;

Object Name	Field in the object	
	Field Label	Data type
Job posting	Job_posting_site_c	Master- detail(Location)
Job posting site	Name	Auto number
Supplier	Name	Text(80)

3.2 – Activity and screenshot :




Create a salesforce account and login.




Install Recruiting App Package

By AW Computing




What if existing component names conflict with ones in this package?


☒ Do not install.
 ☐ Rename conflicting components in package.



☒ **Install for Admins Only**



☐ **Install for All Users**

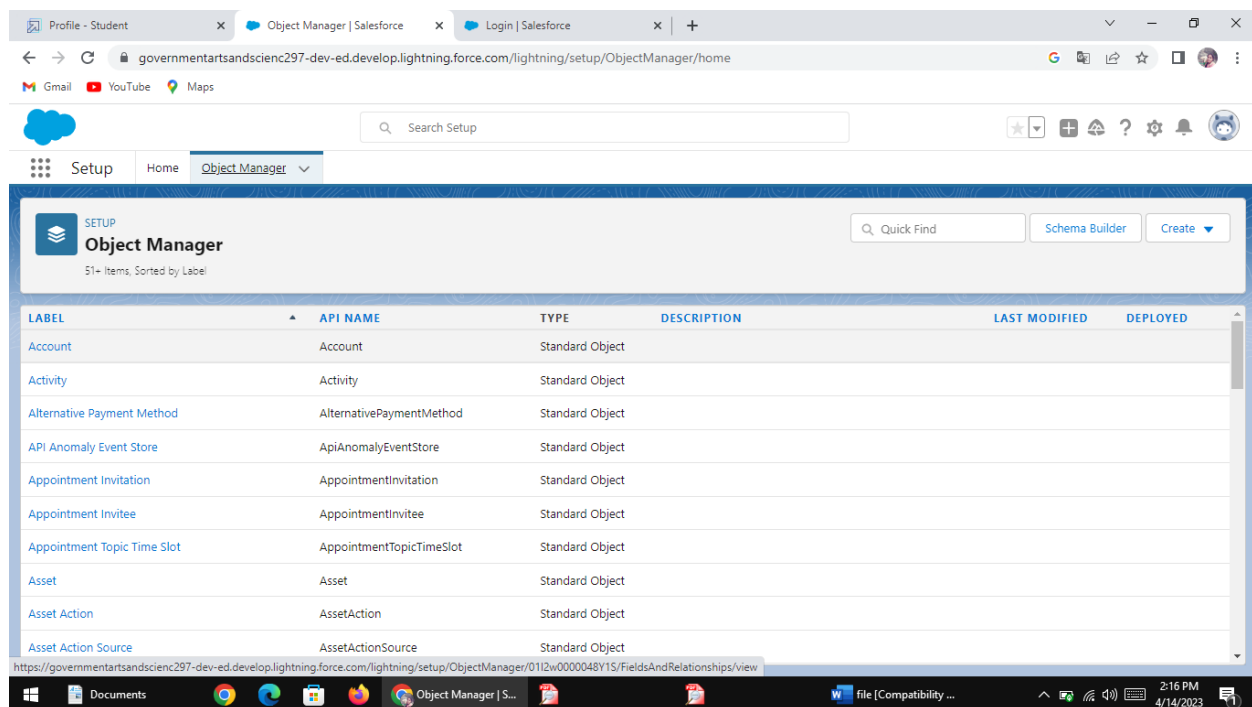


☐ **Install for Specific Profiles...**

App Name	Publisher	Version Name	Version Number
Recruiting App Package	AW Computing	v1	1.0

[Additional Details](#)
[View Components](#)

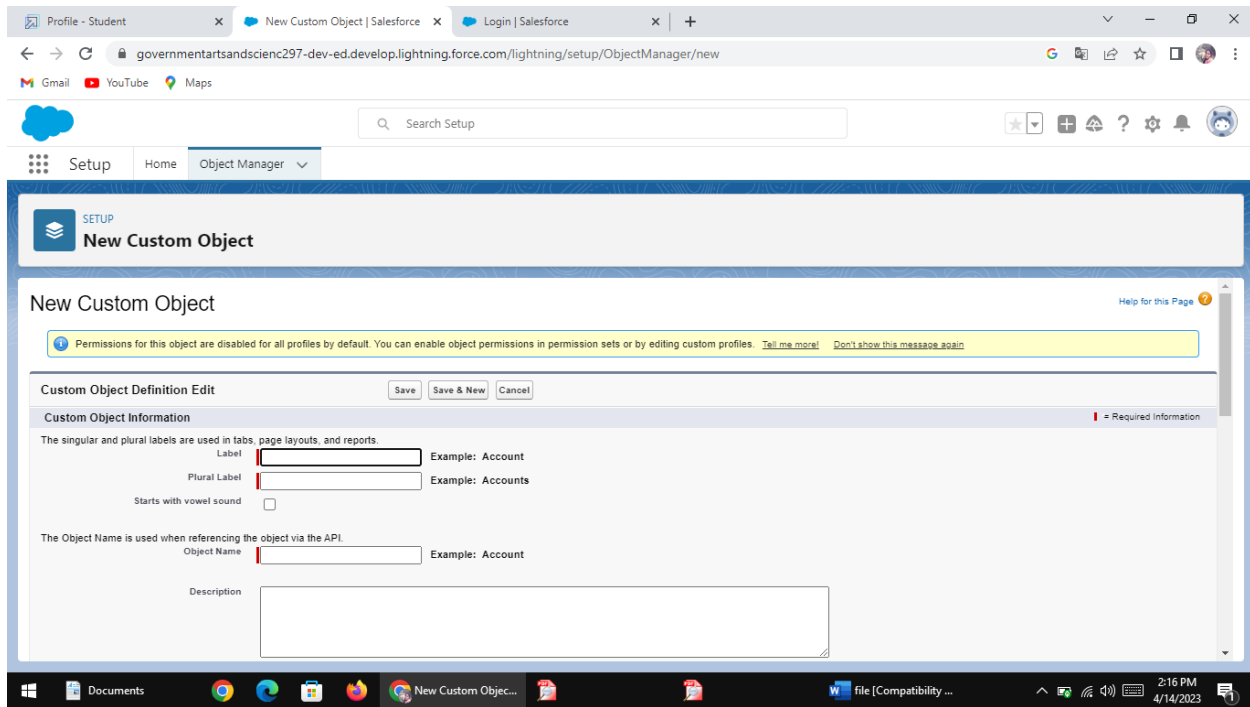
Click the install a package tab.



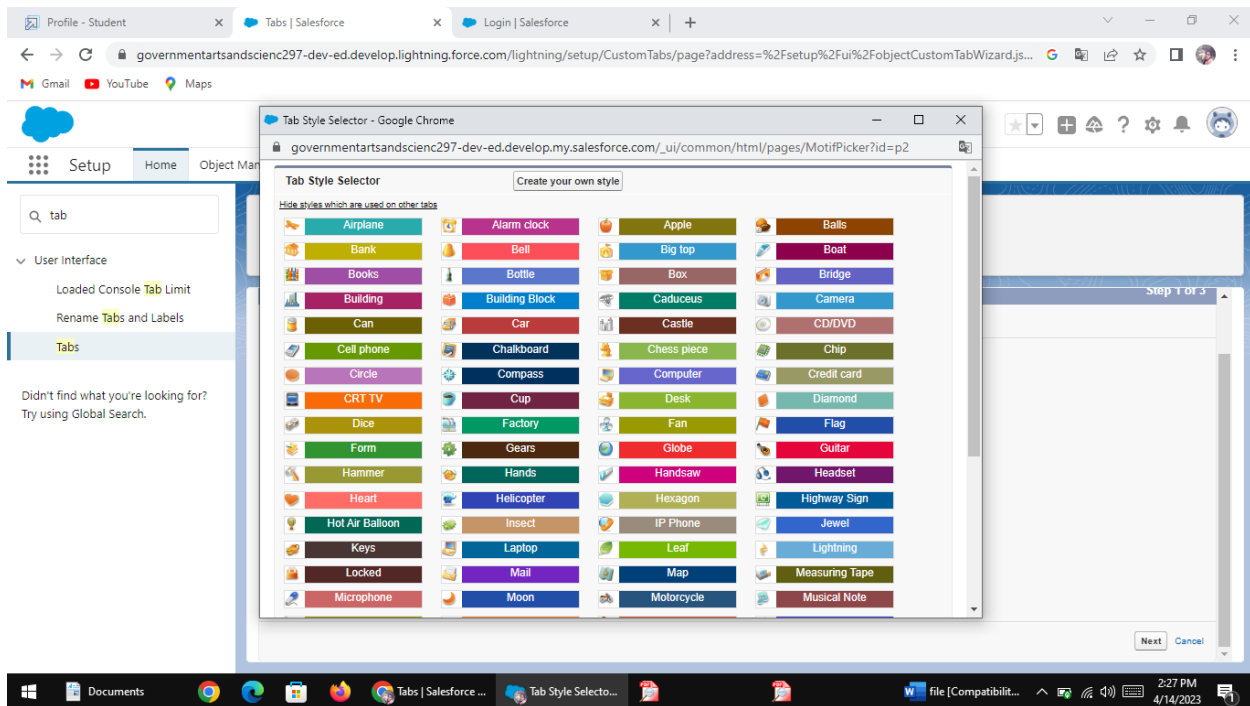
The screenshot shows the Salesforce Object Manager interface. The browser address bar displays the URL: `governmentartsandscienc297-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/home`. The page header includes a search bar labeled "Search Setup" and navigation tabs for "Setup", "Home", and "Object Manager". The main content area is titled "Object Manager" and shows a list of 51 items, sorted by label. The table below represents the data shown in the screenshot.

LABEL	API NAME	TYPE	DESCRIPTION	LAST MODIFIED	DEPLOYED
Account	Account	Standard Object			
Activity	Activity	Standard Object			
Alternative Payment Method	AlternativePaymentMethod	Standard Object			
API Anomaly Event Store	ApiAnomalyEventStore	Standard Object			
Appointment Invitation	AppointmentInvitation	Standard Object			
Appointment Invitee	AppointmentInvitee	Standard Object			
Appointment Topic Time Slot	AppointmentTopicTimeSlot	Standard Object			
Asset	Asset	Standard Object			
Asset Action	AssetAction	Standard Object			
Asset Action Source	AssetActionSource	Standard Object			

The bottom of the screenshot shows the Windows taskbar with the time 2:16 PM on 4/14/2023.



Next, I have to go create a custom object for job posting sites.



Create a custom tab style in setup.

Fields & Relationships
4 Items, Sorted by Field Label

FIELD LABEL	FIELD NAME	DATA TYPE	CONTROLLING FIELD	INDEXED
Created By	CreatedById	Lookup(User)		
Job posting Sites	Name	Auto Number		✓
Last Modified By	LastModifiedById	Lookup(User)		
Owner	OwnerId	Lookup(User,Group)		✓

Field Job posting Sites

The Record Name appears in page layouts, key lists, related lists, lookups, and search results. For example, the Record Name for Account is "Account Name" and for Case it is "Case Number". Note that the Record Name field is always called "Name" when referenced via the API.

Record Name:
Example: Account Name

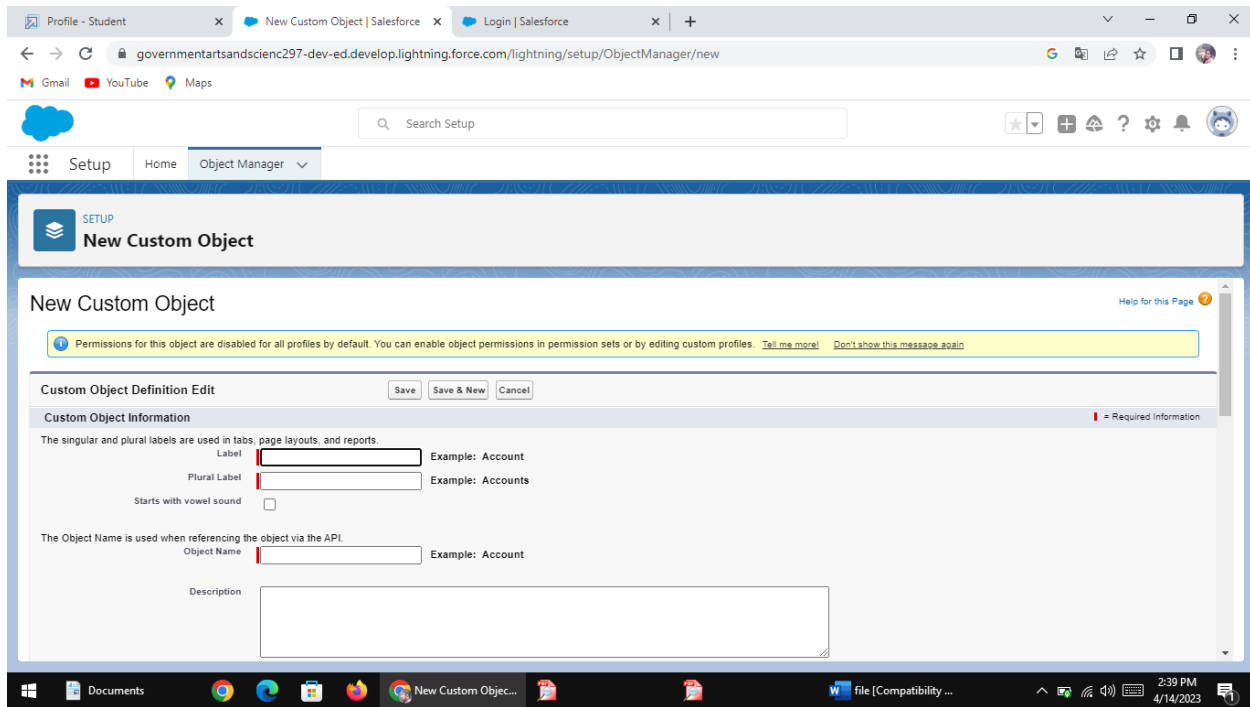
Data Type:

Display Format:
Example: A-{0000} What is This?

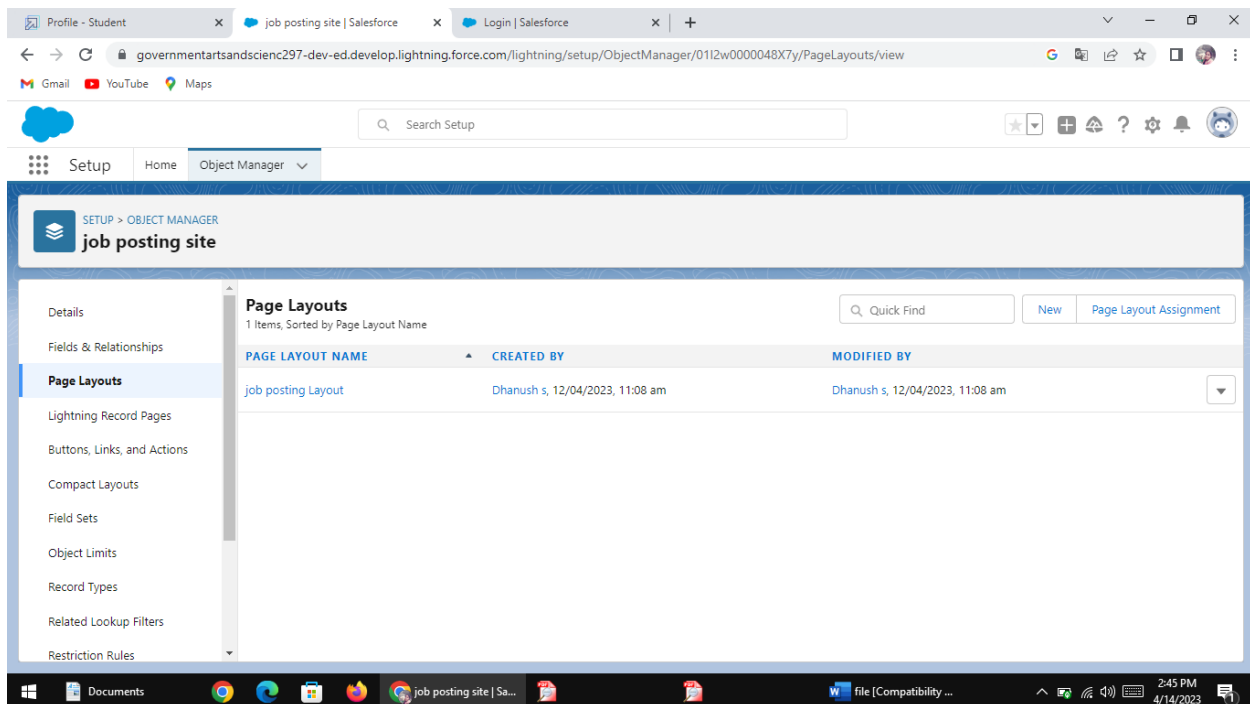
Recent Accounts

Account Name	City
Acme	New York
Global Media	Toronto
salesforce.com	San Francisco

Next , create a new field, then save it. Then Create a Fields for Job Posting site, Status, Technical site, Description.



Create a Relationship object. Then, also Creating a master-detail relationship between job posting and position and save it.



I had to created a page layouts objects.

The image displays two screenshots of the Salesforce Object Manager interface, showing the configuration of validation rules for two different objects: 'job posting site' and 'supplier'.

Top Screenshot: Validation Rules for 'job posting site'

- Page Header:** Profile - Student, job posting site | Salesforce, Login | Salesforce.
- URL:** `governmentartsandscienc297-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w0000048X7y/ValidationRules/view`
- Navigation:** Setup, Home, Object Manager.
- Section:** SETUP > OBJECT MANAGER **job posting site**
- Left Sidebar:** Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, Restriction Rules.
- Main Content:** Validation Rules. 0 Items, Sorted by Rule Name. A table with columns: RULE NAME, ERROR LOCATION, ERROR MESSAGE, ACTIVE, MODIFIED BY. The table is empty, displaying "No items to display."

Bottom Screenshot: Validation Rules for 'supplier'

- Page Header:** Profile - Student, supplier | Salesforce, Login | Salesforce.
- URL:** `governmentartsandscienc297-dev-ed.develop.lightning.force.com/lightning/setup/ObjectManager/0112w0000048Y1S/ValidationRules/page?address=%2F03...`
- Navigation:** Setup, Home, Object Manager.
- Section:** SETUP > OBJECT MANAGER **supplier**
- Left Sidebar:** Details, Fields & Relationships, Page Layouts, Lightning Record Pages, Buttons, Links, and Actions, Compact Layouts, Field Sets, Object Limits, Record Types, Related Lookup Filters, Restriction Rules.
- Main Content:** Validation Rules for 'supplier'. The 'Active' checkbox is checked. The 'Description' field contains '6380367182'. The 'Error Condition Formula' section shows an example formula: `Discount_Percent__c > 0.30`. Below the example, it says: "Display an error if Discount is more than 30%. If this formula expression is true, display the text defined in the Error Message area." The formula editor shows the formula: `Name < CreatedBy.MobilePhone`. A 'Functions' dropdown menu is open, showing a list of functions: ABS, ACOS, ADDMONTHS, AND, ASCII, ASIN. The 'Insert Selected Function' button is visible. A 'Check Syntax' button is at the bottom left of the formula editor.

Next, I have to create a validation rule object in object manager.

Profile - Student x Profiles | Salesforce x Login | Salesforce x +

governmentartsandsocienc297-dev-ed.develop.lightning.force.com/lightning/setup/EnhancedProfiles/home

Gmail YouTube Maps

Search Setup

Setup Home Object Manager

profile

Users

Profiles

Didn't find what you're looking for? Try using Global Search.

Profiles

All Profiles Edit Delete Create New View

New Profile

Action	Profile Name	User License	Custom
<input type="checkbox"/> Edit Clone	Analytics Cloud Integration User	Analytics Cloud Integration User	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Analytics Cloud Security User	Analytics Cloud Integration User	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Authenticated Website	Authenticated Website	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Authenticated Website	Authenticated Website	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Chatter External User	Chatter External	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Chatter Free User	Chatter Free	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Chatter Moderator User	Chatter Free	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Contract Manager	Salesforce	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Cross Org Data Proxy User	XOrg Proxy User	<input type="checkbox"/>
<input type="checkbox"/> Edit Clone	Custom: Marketing Profile	Salesforce	<input checked="" type="checkbox"/>

1-25 of 40 0 Selected

Previous Next

Page 1 of 2

https://governmentartsandsocienc297-dev-ed.develop.lightning.force.com/one/one.app#/setup/EnhancedProfiles/home

Documents Profiles | Salesforce... file [Compatibility ... 2:54 PM 4/14/2023

Create a profile for standard user account.

Profile - Student x Profiles | Salesforce x Login | Salesforce x +

governmentartsandsocienc297-dev-ed.develop.lightning.force.com/lightning/setup/EnhancedProfiles/page?address=%2F00e2w000005TUVZ%2Fe%3FretURL...

Gmail YouTube Maps

Search Setup

Setup Home Object Manager

profile

Users

Profiles

Didn't find what you're looking for? Try using Global Search.

Profiles

Assign Permission Sets	<input type="checkbox"/>	Manage Public List Views	<input type="checkbox"/>
Author Apex	<input type="checkbox"/>	Manage Release Updates	<input type="checkbox"/>
Bulk API Hard Delete	<input type="checkbox"/>	Manage Reporting Snapshots	<input type="checkbox"/>
Can Approve Feed Post and Comment	<input type="checkbox"/>	Manage Reports in Public Folders	<input type="checkbox"/>
Change Dashboard Colors	<input type="checkbox"/>	Manage Roles	<input type="checkbox"/>
Chatter Internal User	<input checked="" type="checkbox"/>	Manage Salesforce CRM Content	<input type="checkbox"/>
Close Conversation Threads	<input type="checkbox"/>	Manage Salesforce Knowledge	<input type="checkbox"/>
Configure Custom Recommendations	<input type="checkbox"/>	Manage Security Center	<input type="checkbox"/>
Create and Customize Dashboards	<input type="checkbox"/>	Manage Session Permission Set Activations	<input type="checkbox"/>
Create and Customize List Views	<input checked="" type="checkbox"/>	Manage Sharing	<input type="checkbox"/>
Create and Customize Reports	<input checked="" type="checkbox"/>	Manage Synonyms	<input type="checkbox"/>
Create and Own New Chatter Groups	<input checked="" type="checkbox"/>	Manage Unlisted Groups	<input type="checkbox"/>
Create and Set Up Experiences	<input type="checkbox"/>	Manage Users	<input type="checkbox"/>
Create and Update Second-Generation Packages	<input type="checkbox"/>	Moderate Chatter	<input type="checkbox"/>
Create CMS Workspaces and Channels	<input type="checkbox"/>	Moderate Experience Cloud Site Users	<input type="checkbox"/>
Create Content Deliveries	<input checked="" type="checkbox"/>	Modify All Data	<input type="checkbox"/>

2:58 PM 4/14/2023

Create a profile with the profile name as "Sales profile".

Profile - Student x Users | Salesforce x Login | Salesforce x

governmentartsandscienc297-dev-ed.develop.lightning.force.com/lightning/setup/ManageUsers/home

Search Setup

Setup Home Object Manager

user

Users

- Permission Set Groups
- Permission Sets
- Profiles
- Public Groups
- Queues
- Roles
- User Management Settings
- Users
- Feature Settings
 - Data.com
 - Prospector Users
- User Interface
 - Action Link Templates
 - Actions & Recommendations

SETUP Users

All Users

On this page you can create, view, and manage users.

In addition, download SalesforceA to view and edit user details, reset passwords, and perform other administrative tasks from your mobile devices: [iOS](#) | [Android](#)

View: All Users Edit Create New View

New User Reset Password(s) Add Multiple Users

Action	Full Name	Alias	Username	Role	Active	Profile
Edit	Chatter Expert	Chatter	chattry.00g2u0000r005iear.bztvye0vis8@chatter.salesforce.com		✓	Chatter Free User
Edit	mahi_santhosh	sanma	santhoshmahi@gmail.com		✓	Event profile user
Edit	s_dhanush	Da	thaladhanush017@gmail.com		✓	System Administrator
Edit	User Integration	integ	integration@00d2w0000r005iear.com		✓	Analytics Cloud Integration User
Edit	User Security	sec	insightsscurity@00d2w0000r005iear.com		✓	Analytics Cloud Security User

New User Reset Password(s) Add Multiple Users

3:00 PM 4/14/2023

Then, I had to created a user profile as santhosh mahi.

Profile - Student x Permission Sets | Salesforce x Login | Salesforce x

governmentartsandscienc297-dev-ed.develop.lightning.force.com/lightning/setup/PermSets/home

Search Setup

Setup Home Object Manager

per

Lightning Experience Transition Assistant

Users

- Permission Set Groups
- Permission Sets
- Feature Settings
 - Digital Experiences
 - Settings
 - Functions
 - Sales
 - Accounts
 - Person Accounts
 - Salesforce Scheduler
 - Assignment Policies

SETUP Permission Sets

Permission Sets

On this page you can create, view, and manage permission sets.

In addition, you can use the SalesforceA mobile app to assign permission sets to a user. Download SalesforceA from the App Store or Google Play: [iOS](#) | [Android](#)

All Permission Sets Edit Delete Create New View

New

Action	Permission Set Label	Description	License
Clone	Buyer	Allows access to the store. Lets users see products and c...	B2B Buyer Permission Set One Seat
Clone	Buyer Manager	Includes all Buyer capabilities, and allows access to mana...	B2B Buyer Manager Permission Set One Seat
Clone	CRM User	Denotes that the user is a Sales Cloud or Service Cloud u...	CRM User
Clone	Commerce Admin	Allow access to commerce admin features.	Commerce Admin Permission Set License Seat
Clone	Contact Center Admin	Manage Service Cloud Voice contact centers that use Am...	Service Cloud Voice User
Clone	Contact Center Agent	Access agent features in Service Cloud Voice contact cent...	Service Cloud Voice User
Clone	Contact Center Supervisor	Access supervisor features in Service Cloud Voice contact...	Service Cloud Voice User

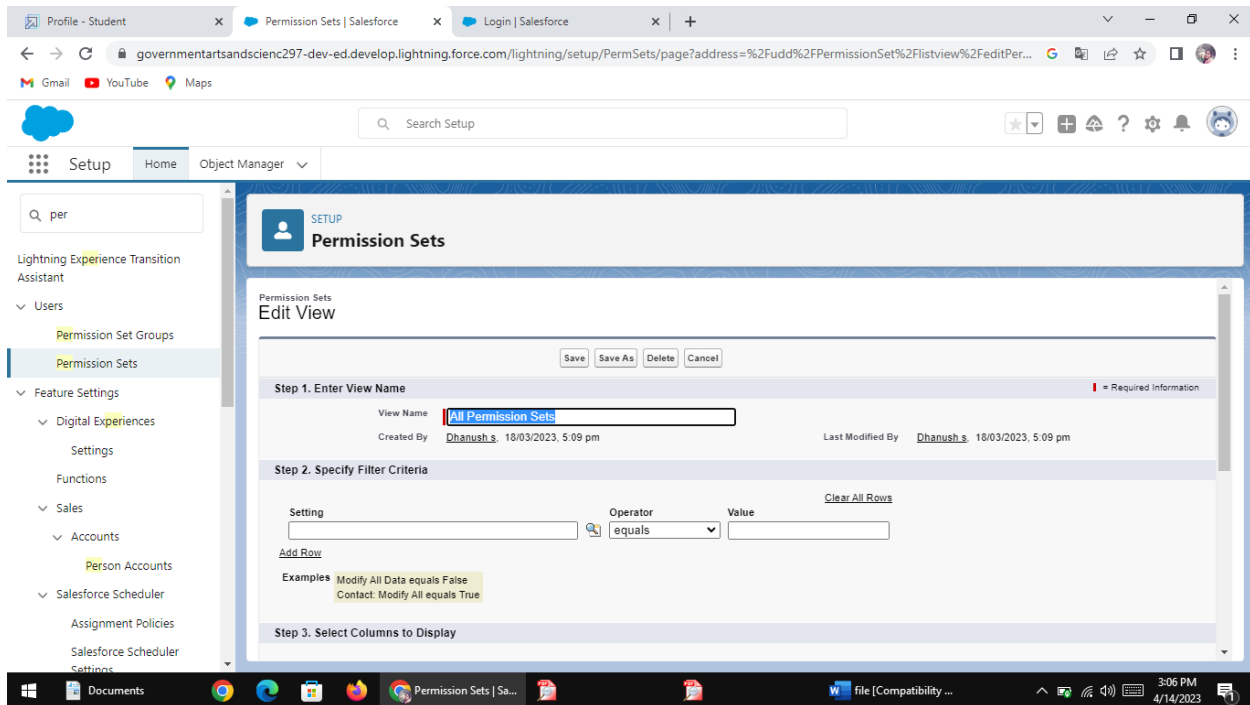
1-25 of 26 0 Selected

Previous Next

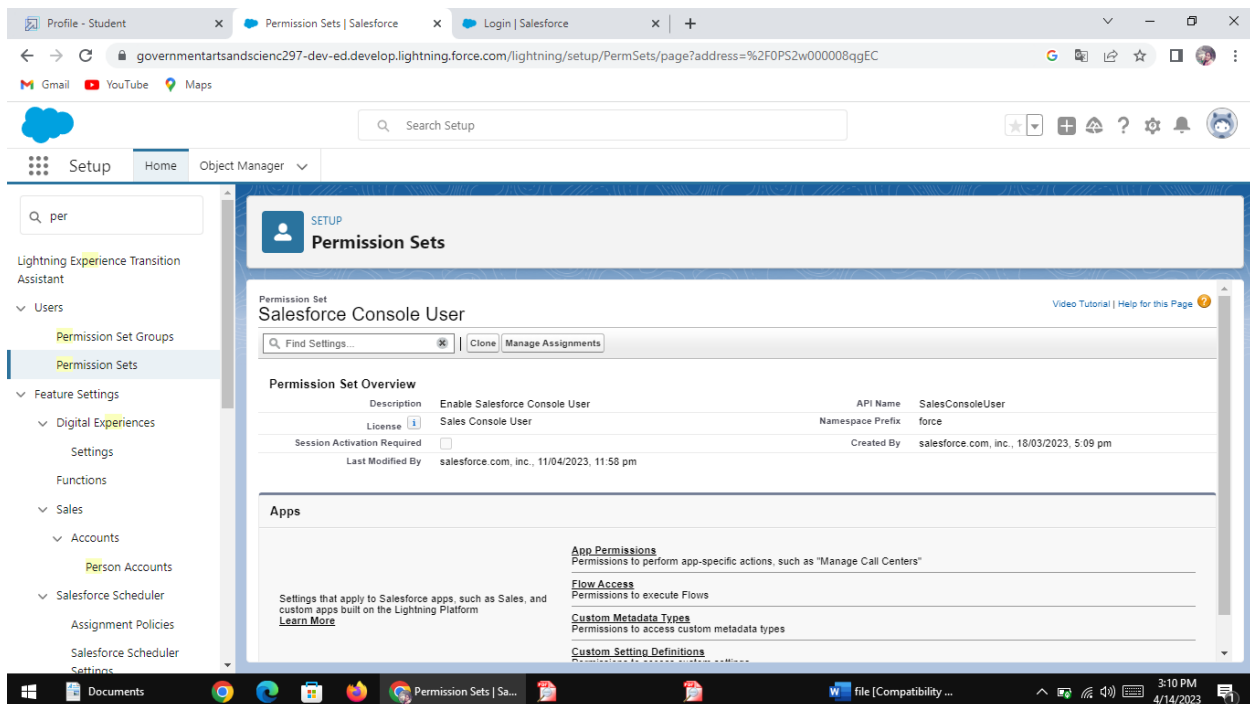
Page 1 of 2

3:04 PM 4/14/2023

I selected the permission sets.

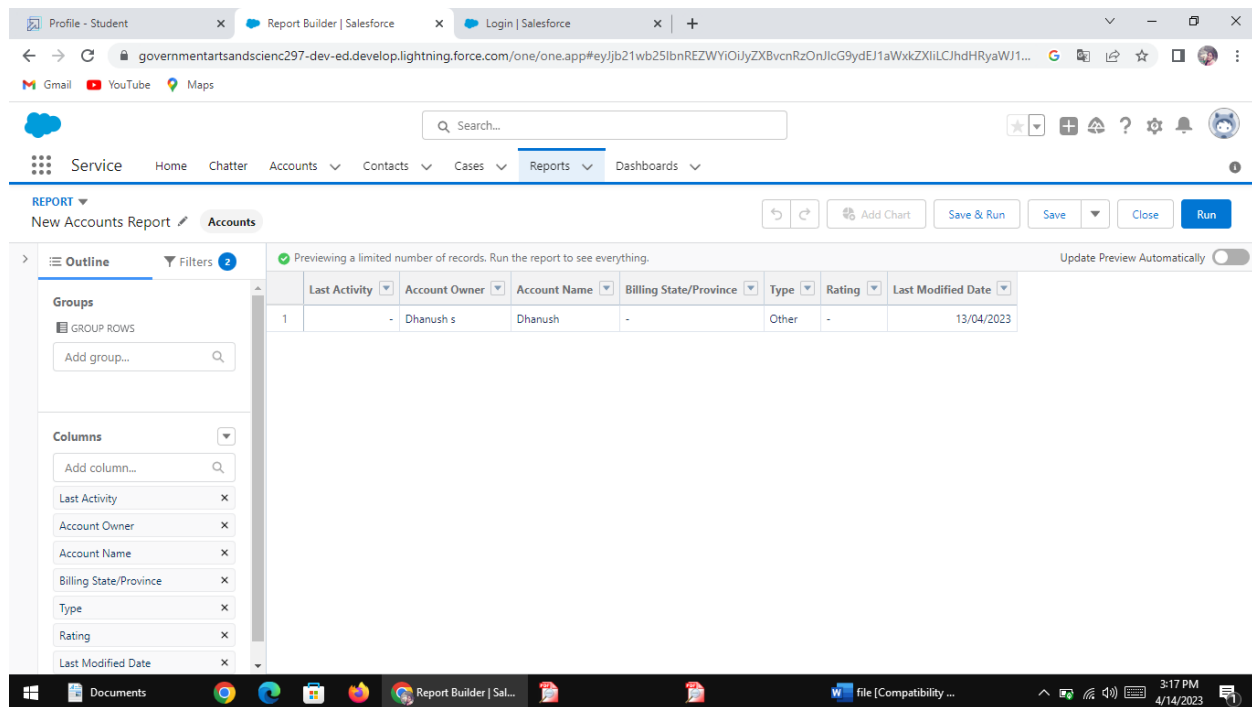


Next , I had completetd the process of permission sets.



Then,go to the manage assignnments for submitting my assignments.

Finally, we are going to reports tab.



I was finally completed my whole project.

4 - Trailhead Profile Public URL :

Team Leader - Dhanush ; <https://trailblazer.me/id/dhanush017>

Team Member 1 - Nithya ; <https://trailblazer.me/id/nithyasri2003>

Team Member 2 - sharmila ; <https://trailblazer.me/id/sharmi2003>

Team Member 3 - sherin ; <https://trailblazer.me/id/sherin00>

5 - Advantages & Disadvantages :

Advantages ;

- * Be more efficient and productive.
- * Employee Training and Self-service.
- * Improved hiring and onboarding.

Disadvantages;

- * Productivity Issues.
- * Fraudulent Activities.
- * Errors in Payroll.

6 - Applications :

Human resource management is the strategic approach to nurturing and supporting employees and ensuring a positive workplace environment. Its functions vary across different businesses and industries, but typically include recruitment, compensation and benefits, training and development, and employee relations.

7 - Conclusion :

However, at the present, the employment law gradually becomes the focus in the world, because it has more restrictive and more favorable to protecting employee's benefit. In the future, the Human Resources Management will continue to play its role in each business.

8 – Future scope :

Human Resource Management Professionals are termed as the backbone of an organization. There is a huge demand for such professionals in both the public and private sectors. No matter if you're looking at startups or big reputed companies, human resources play a crucial role in the formation of a company's future. The human resources management department basically is the team that helps an organization increase productivity while also maintaining employee satisfaction.

THANK YOU!